

MEMORANDUM OF AGREEMENT
Excused Time for Union Activity

This Memorandum of Agreement (MOA) between the Communications Workers of America (the "Union") and BellSouth Telecommunications, Inc. d/b/a AT&T Southeast, BellSouth Long Distance, Inc d/b/a AT&T Long Distance Service, and BellSouth Entertainment, LLC collectively referred to as (the "Company") outlines the understanding reached by the parties to provide excused time to employees for Union activities in the following Working Agreements:

2004 Utility Operations
2005 Internet Services
2006 BellSouth Long Distance, Inc.
2007 BellSouth Entertainment, LLC

The parties agree to the following provision for unpaid Union activities in the Working Agreements listed above:

Union representatives may request a reasonable amount of time off without pay for Union activities. Such requests for time off must be submitted in writing to the Union representative's supervisor at least three (3) working days in advance, whenever possible. In determining whether to grant such requests, the Company shall give due consideration to service requirements as determined by the Company, the requests for time off from other employees, and its ability to replace the Union representative's services. The Union will designate these representatives in writing to the Company.

Time off for Union activities will be limited to 200 hours per calendar year per Union representative except that one representative per local who represents at least 150 employees may be granted up to 560 hours per calendar year. Additional time may be granted upon approval at the Company bargaining level.

This Memorandum of Agreement is effective with the signing of this Agreement and will remain in effect for the life of the Working Agreements as designated above.

For the Union

For the Company

Beverly A. Hicks
Beverly A. Hicks
Assistant to the Vice President
CWA District 3

John P. Trageser
John P. Trageser
Senior Director - Labor Relations
AT&T Southeast

Date: 7/24/07

Date: _____